



WAW! for All

Report

August 28 [Fri], 29 [Sat], 2015

**Grand Prince Hotel
Takanawa, New Takanawa**

WAW! 2015

World Assembly for Women

The World Assembly for Women (WAW!) was first held last year with an aim of realizing a society where women shine in Japan and the world. Last year, about 100 people participated from 26 countries and 6 international organizations. This year, about 150 leaders of various fields from 42 countries and 8 international organizations have gathered. In total, 2,000 audience members took part in the two days of WAW!.

At WAW!, participants discuss in a comprehensive manner and make proposals about various issues surrounding women. This symposium also provides an opportunity for leaders who are active on the front line in the field of political, economic and social arenas to have a frank exchange of views in their own words notwithstanding their country of origin and affiliation.

At last year's WAW!, many innovative proposals were put forward. They include: obtain the commitment of top management; implement unprecedented drastic reform in work style and; invest strategically in women's empowerment. In Japan, reforms such as the enactment of laws to promote women's participation in society, implementation of "yu-katsu" program (flexible office hours), which promotes work-life balance, and the formulation of the Development Cooperation Charter have been steadily implemented.

"WAW! for All" is the theme of this year's WAW!. With this, we hope to encourage women and men of diverse background and generation to think and change the society together. We called for a change in work style that prevents women from participating in society and the mindset regarding the division of role between men and women. This year, we listened to young people and women facing challenges and discussed global issues surrounding women such as disaster risk reduction, entrepreneurship, education and peace building. The two-day discussion will certainly pave the way for further reforms.

WAW! gives proposals to the world in order to create an ideal society.

WAW! is about movement. Let's discuss and send out messages to the world.

WAW! is about networking. Let's act together and get connected beyond gender, regions and countries.

What is WAW!

WAW! is a one-and-a-half-day international symposium in which leaders active in women's fields from Japan and around the world gather to discuss how to resolve the broad issues related to women's empowerment. A public forum is held on the afternoon of the first day. At the public forum, world leaders, including Prime Minister Abe, make remarks and participate in panel discussions.

On the second day, participants from across the world were divided into groups of 20 people to hold discussions at the high-level round tables. The contents and proposals from the participants discussed at the table were summarized and presented at the closing session at the end of the symposium. In addition, at a later date, this year's proposal was sent out as "WAW! To Do 2015" (UN document A/C.3/70/3).

This year's theme was "WAW! for All." In addition to the 6 types of high-level round tables, 6 types of special sessions were held. "A society where women shine" is a society where all people shine. In order to realize it, discussions were held from a wide range of perspectives, including working style reform, the traditional gender role mindset, single mothers, women in the field of science, disaster risk reduction, restrooms, female entrepreneurs, education, peace building, ODA cooperation, etc.

Like last year, in order to continuously make WAW! a bigger movement, the WAW! Secretariat recruited official side events during "Shine Weeks." Embassies and various organizations held events in different regions of Japan as well as overseas. The number of these events doubled from about 120 events last year to 240 registered events this year.

WAW! is about networking, and because it is also a stage, events were held to share Japanese culture during WAW!. A tea ceremony was held as a side event for participants from overseas to experience. The day after WAW!, overseas participants went out for a one day sightseeing program in Tokyo to understand some aspects of Japanese culture.

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1. Public Forum

Date: August 28th, 2015 (2:00PM~6:30PM)

Venue: Grand Prince Hotel New Takanawa B1F "Hiten"

The Public Forum was held on August 28th. The stage at the Grand Prince Hotel New Takanawa "Hiten" was decorated with brilliant flowers, and about 1,500 attendees gathered in the audience. Since taking office, Prime Minister Abe set the realization of "a society where women shine" as one of the most important issues and has made this well known. In his opening remarks, rather than emphasizing "why we should actively promote women's participation," he emphasized that we have come to the stage to concretely discuss "how we can implement women's empowerment." He mentioned that Japan's Diet has enacted a new bill aimed at enhancing the role of women in society and how the Government of Japan will continue to cooperate with UN Women and other organizations to realize a society free from human rights violations. He also discussed how Japan will donate more than 42 billion yen over the next 3 years for the field of girls' education and will emphasize women's



Shinzo Abe, Prime Minister of Japan



Ellen Johnson Sirleaf, President of the Republic of Liberia

empowerment and gender equality at the G7 Summit, which Japan will host next year. The first keynote speaker was H.E. Ms. Ellen Johnson Sirleaf, President of the Republic of Liberia. She mentioned that women can manage themselves, and further, manage countries, by building confidence and fostering self-esteem, and she shared her experience of overcoming stereotypes and many difficulties to become the first democratically-elected woman president in Africa. She issued a message that "when women shine the world smiles."

The second speaker was Marillyn A. Hewson, CEO of Lockheed Martin, who started her career at Lockheed Martin and became CEO by breaking through what is known as the "glass ceiling." Based on her experience at Lockheed Martin, she discussed how to create a company culture in which everyone can fulfill their ability. In addition, she sent out a powerful message that women can realize wonderful things, so we should not put a cap on their possibilities.



Marillyn A. Hewson, Chairman, President and Chief Executive Officer, Lockheed Martin Corporation

Two types of panel discussions, "Girls' Education" and "Economy," were then held, and active discussions took place.

In the remarks from Phumzile Mlambo-Ngcuka, Executive Director of UN Women, an organization which has a strong partnership with Japan,



Panel Discussion: Girls' Education



Panel Discussion Economy

she announced that the opening ceremony for the UN Women Japan Liaison Office would be held on August 30th and introduced a video message from Nicole Kidman, a UN Women Goodwill Ambassador. Greetings from others included a speech from Sadayuki Sakakibara, Chairman of Keidanren, and video messages from Christine Lagarde, IMF Managing Director, and Michelle Obama, First Lady of the United States. Audience members were captivated by the words of people representing such different areas.



Phumzile Mlambo-Ngcuka, Executive Director, UN Women



Sadayuki Sakakibara, Chairman of Keidanren



Christine Lagarde, IMF Managing Director



Nicole Kidman, UN Women Goodwill Ambassador



Michelle Obama, First Lady of the United States



"Public Forum"

2. Opening Session

Date: August 29th, 2015 (10:00AM~11:00AM)
Venue: Grand Prince Hotel New Takanawa 3F “Tenpyou”

On August 29th, participants gathered together for the High-Level Roundtables and Special Sessions, and speeches were given to appropriately kick-off a full day of discussions.



Fumio Kishida, Minister of Foreign Affairs



Haruko Arimura, Minister in charge of Women's Empowerment and Minister of State for Gender Equality (then)



Pany Yathotou, President, National Assembly of the Lao PDR



Meng Xiaosi, Vice-President and Member of the Secretariat of All-China Women's Federation



Zainab Hawa Bangura, Special Representative of the Secretary-General on Sexual Violence in Conflict



View of the Venue

3. High-Level Round Table

E-1 Work-Life Management

Date: August 29th, 2015 (11:15AM~12:45AM / 2:45PM~4:15PM)

Venue: Grand Prince Hotel Takanawa 2F “Ouka”

Participants agreed that although work-life balance used to be considered a “women’s issue,” it is now understood as an issue for society as a whole. In order to bring about flexible working environments, participants made various proposals on effective systems for governments and companies to introduce based on best practices.

Many expressed their opinions about the detriment of long working hours on both societies and companies. Lively discussions took place on whether control over working hours should be carried out through existing laws and frameworks or not, and how it should best be implemented. Participants also discussed the importance of identifying existing obstacles and finding solutions for them.

Many participants from overseas indicated the need to deal with what is known as the new “millennium generation.” They have different values regarding work and family, so it is necessary to design new working environments utilizing ICT in order to manage them. Managers and leaders must change their mind set. There was a suggestion to change primary school curriculum in order to change mind sets at an earlier stage.

View of the Venue



3. High-Level Round Table

E-2 Engaging Men in Reforms

Date: August 29th, 2015 (11:15AM~12:45AM / 2:45PM~4:15PM)

Venue: The Prince Sakura Tower Tokyo 2F “N1~N5”

40% of the participants at this table were men, which is rare for a conference on women. Participants concretely discussed how men can participate in activities to empower women and engage in reforms together. Based on the practices of UN Women, Australia, Sweden, and Japan, proposals were presented about utilization of the male champion network, PR activities, and education to promote men's participation in family chores and child care.

Many expressed their opinions that co-work among central government, local government, and business communities and reinforcement of a male champion network are effective ways to reform the mind set of men both at work and at home. Participants also expressed expectations for male champion networks to expand globally to further reinforce and share various advanced and best practices.

Proposals were also made to engage more men in these movements and to change behavior by increasing recognition of the economic impact of women's empowerment and expanding the mentality that it is “cool” for both men and women to participate in child rearing. Participants shared ideas such as PR activities to express men's interests and satisfaction.

View of the Venue



3. High-Level Round Table

E-3 Women Facing Challenges

Date: August 29th, 2015 (11:15AM~12:45AM / 2:45PM~4:15PM)

Venue: Grand Prince Hotel New Takanawa 3F “Heian”

Discussions were held on the current situation, causes, and solutions regarding issues for women facing challenges, such as single mothers and maternity and sexual harassment victims. Participants are working to support these women as members of the government by offering work placements to single mothers, and by supporting women trying to overcome challenges. They exchanged opinions, ideas, and program proposals for ways to support them.

Participants pointed out that the common challenge for single mothers and maternity harassment victims is that they tend to be recognized in society as “self-responsible” for becoming victims. As a result, it becomes difficult for them to receive supports. There was a proposal that women facing challenges should raise their voices on SNS, however there are new issues on utilizing SNS today.

Participants also shared many situations, issues, and solutions for single mothers in poverty. Participants discussed successes in taking actions into practice. There are ways to support single mothers at every step so that they can step out of poverty and keep participating in the labor market utilizing their abilities while simultaneously balancing child rearing.

View of the Venue



3. High-Level Round Table

G-1 Girls and Education

Date: August 29th, 2015 (11:15AM~12:45AM / 2:45PM~4:15PM)

Venue: Grand Prince Hotel Takanawa 2F “Nadeshiko”

Based on the assumptions that gender equality in education is a basic human right and increasing the women’s employment rate is important for economic growth, participants shared their countries’ situations, issues, and solutions for girls’ education. They recognized that there are many common issues and agreed that governments, industry, and academia should collaborate to solve them.

It has been a development goal to ensure all children receive primary education. However, on the way to realizing this goal, participants shared the difficult situations girls experience to complete primary and secondary education, particularly problems facing adolescent girls. Discussions were held on how to protect girls from social customs (child marriage, early pregnancy, child labor, prejudice, and violence) which prevent girls’ education, to create safe environments for girls to attend schools, to develop and assign jobs to female teachers with high specialties, and to make it possible for girls to graduate primary and secondary education and receive higher education the same as boys. There were also proposals based on regional situations; for example, women’s colleges are especially effective in developing countries to enable girls to graduate higher education, and it is necessary to expand scholarships.

View of the Venue



3. High-Level Round Table

G-2 Women and Peacebuilding

Date: August 29th, 2015 (11:15AM~12:45AM / 2:45PM~4:15PM)

Venue: Grand Prince Hotel Takanawa 2F “Suzuran”

Based on participants' experiences in conflicts and in taking actions for peacebuilding as members of international organizations or UN agencies, participants discussed the importance of women's involvement in the peacebuilding process and how they can contribute to it. Many proposals were made about the implementation of action plans from Resolution 1325 on Women, Peace and Security. In addition, there were proposals about the necessity of cooperating internationally and considering new ways to deal with violence and sexual violence toward women in conflict caused by changes in the international situation, such as the rise of extremists.

Many participants agreed on the importance of participation from local women who best understand the needs of the parties in the peacebuilding process. At the same time, participants presented problems about how local information is not communicated precisely enough to the government and to the world.

The discussion also covered economic recovery after conflict, and measures to utilize local women's organization and civil society were proposed. It was also mentioned that, at this point, the private sector can contribute to the revitalization of the local economy and development of entrepreneurship.

View of the Venue



3. High-Level Round Table

G-3 Multi-stakeholder Partnerships for International Cooperation

Date: August 29th, 2015 (11:15AM~12:45AM / 2:45PM~4:15PM)

Venue: Grand Prince Hotel Takanawa 1F “Fuku”

In recent years, stakeholders in international cooperation are changing, and activities by the private sector have increased. Leaders from a broad range of areas, such as governments, companies, international organizations, and media, discussed points to note for collaboration, best practices, and ways to make the collaboration more fruitful. In order to make international cooperation sustainable, various proposals (solidifying exit strategies, etc.) were raised.

There were opinions that the leadership of women on the receiving end in local societies is the key to success in multi-stakeholder collaboration. In addition, they agreed that it is important to create continuing mechanisms for sustainable international cooperation even after providers stop support. In addition, participants who had experience with multi-stakeholder partnership mentioned the importance of each stakeholder, such as the support provider and receiver, learning from each other and cooperating together on equal terms.

Utilizing technologies are also effective, for instance, mobile banking and cell phones. There are successful cases of services and products which started from the developed countries, which are locally suitable.

View of the Venue



4. Special Sessions

S-1 Women's Empowerment through Sanitation

Date: August 29th, 2015 (11:15AM~12:45AM)

Venue: Grand Prince Hotel New Takanawa
International Convention Center PAMIR 1F “Zuiko”

Each panelist presented experiences and efforts to realize safe, secure, and comfortable restrooms and sanitation facilities.

In the world, an estimated 2.5 billion people do not have easy access to hygienic sanitation facilities, and approximately 1 billion people are still practicing open defecation on a daily basis. This situation causes sanitary issues, like spreading infection, and critical problems for women, such as sexual violence and interfering with girls' education because of lack of sanitation facilities for them. Each panelist shared her efforts and ideas to address these issues, for example, there has been success in increasing girls' attendance at primary schools by installing sanitation facilities for girls. Cross-border information sharing and discussions were held about the importance of role that restrooms and sanitation facilities play in leading to women's security, empowerment and improvement of quality of life.

View of the Venue



4. Special Sessions

S-2 Women in the field of Natural Science

Date: August 29th, 2015 (11:15AM~12:45AM)

Venue: The Prince Sakura Tower Tokyo 2F “N6~N9”

Based on their experiences, role-models active in the field of natural science discussed ways to increase female students in science fields, and moreover, to make more women become leaders in these fields. There was a Q&A session between the audience and panelists relating to empowering female students in science fields.

The field of science may tend to be recognized as a male's field, and female students hesitate to choose it. In order to prevent this situation, panelists shared various ideas, such as establishing support systems (mentor systems, etc.), indicating a career after graduating school, and reinforcing active women's networks in the field for female students majoring in science in higher education and below.

View of the Venue



4. Special Sessions

S-3 Implementing Diversity and Innovation

Date: August 29th, 2015 (2:45PM~4:15PM)

**Venue: Grand Prince Hotel New Takanawa
International Convention Center PAMIR 1F “Zuiko”**

Based on the idea that diversity in organizations leads to innovation, each panelist presented data and best practices to demonstrate the institutional and cultural issues which need to be solved in order for women to be actively involved in companies. At the first day of WAW! 2015, Japan enacted a new women's empowerment bill and provided a great opportunity to give suggestions and raise questions to continue promoting women in companies.

In Japan, the central government and local governments are promoting the idea that companies which make efforts to promote workplace diversity and keep all their human resources active are able to realize innovation. However, panelists presented and shared many issues that still exist. For instance, it is important not just to promote women to managerial positions, but also to provide them with a working environment where they can experience innovation. Also, in order to narrow the gender gap in wages, it is necessary to solve problems related to the gender gap in promotion rates, turnover of women from permanent jobs during child rearing, and the perception of gender roles.

View of the Venue



4. Special Sessions

S-4 Youth Table

Date: August 29th, 2015 (2:45PM~4:15PM)

Venue: The Prince Sakura Tower Tokyo 2F “N6~N9”

At this session, youth participants shared their experiences and activities in discussions about how they should make efforts to realize the society they want to build.

Participants shared how they must take action without giving in to social pressures to conform or being limited by stereotypes in order to transform social norms to create the society they envision. They shared ideas and ways of thinking to escape stereotypes and take actions on their own. From their experiences, they shared how they became able to accept diversity and challenge things without fear of failure by engaging in open discussions and cooperation with other young people.

In addition, the participants from Jordan and Palestine presented on the importance of providing more opportunities for youth to voice their perspectives and opinions, since they have limited access to information and people just because they are young.

View of the Venue



4. Special Sessions

S-5 Supporting Women Entrepreneurs across Asia

Date: August 29th, 2015 (2:45PM~4:15PM)

Venue: The Prince Sakura Tower Tokyo 2F “S5~S7”

Women entrepreneurs from Indonesia, Bangladesh, the Philippines, and Japan, who are also taking actions to support women entrepreneurs, presented how they overcame obstacles that women entrepreneurs tend to face. They actively discussed the kinds of support and measures that are needed in order to activate women entrepreneurs in Asia.

Students who are future entrepreneurial candidates gathered in the audience as well, and the panelists gave them advice on the importance of having the spirit to try again even after failing once. In addition, they made proposals to society on the importance of creating an environment where women can step forward without being overly cautious of work-life balance or risk-taking, and foster a culture that values people who try again after failing once.

View of the Venue



4. Special Sessions

S-6 Gender and Disaster Risk Reduction

Date: August 29th, 2015 (2:45PM~4:15PM)

Venue: The Prince Sakura Tower Tokyo 2F “S8~S10”

Women who have experienced natural disaster in Japan and the Philippines and who have been in charge of disaster risk reduction in international organizations shared their experiences. They discussed ways in which women can continue to provide leadership in disaster risk reduction based on their experiences.

They shared the importance of ensuring that men and women of all ages are able to participate in every aspect of decision making in disaster risk reduction, in creating concrete countermeasures, and in consideration of the whole disaster cycle from prevention to reconstruction in order to encourage women's leadership.

View of the Venue



5. Closing Session

Date: August 29th, 2015 (4:30PM~5:30PM)
Venue: Grand Prince Hotel New Takanawa 3F “Tenpyou”

The Closing Session was held, and rapporteurs from all High-Level Roundtables and representative from the Youth Table presented summaries of the discussions. Katsunobu Kato, Deputy Chief Cabinet Secretary (then), mentioned in his remarks that secretariat team would release the Summary Report “WAW! To Do 2015” based on the presentation given this day. (UN Document A/C.3/70/3.)



Katsunobu Kato, Deputy Chief Cabinet Secretary, Head of Cabinet Bureau of Personnel Affairs (then)



Vaira Vike-Freiberga, President of Club de Madrid; President of Latvia (1999-2007)



Nguyen Thi Kim Ngan, Vice President of the National Assembly of Viet Nam



View of the Rapporteur' Presentation-1



View of the Rapporteur' Presentation-2



View of the Rapporteur' Presentation-3



View of the Venue



View of the Venue

6. Side Events

Side events, such as receptions, booths, tea ceremony, and lunch meeting were held during August 28th and 29th to create opportunities for networking and further discussion among participants, to introduce Japanese culture, and to introduce efforts from the Government of Japan and other organizations.

The theme of this year's WAW! was "WAW! for All," with the aim of considering and taking actions together with women and men in various situations and generations. From July 28th, an official WAW! YouTube channel was opened, and messages from influential people involved, including Prime Minister Abe, and ideas from the public were posted. (<https://www.youtube.com/c/waw>)

A photo booth was prepared during WAW! in order to allow more people to become involved and to make WAW! a bigger movement. Participants of WAW!, including audience members, took pictures with their personalized message panels. An original hand sign for WAW! was also invented to foster a sense of unity when taking videos and photos.



Reception



Official YouTube WAW! Channel



Photo Booth



Lunch Meeting



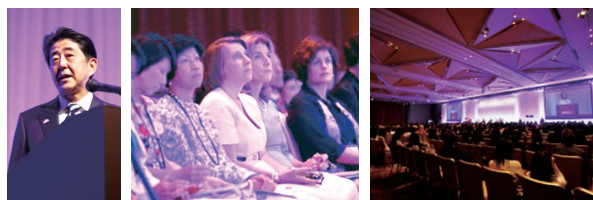
Tea Ceremony



Tea Ceremony

7. Shine Weeks

In order to continuously make WAW! a bigger movement, WAW! Secretariat has designated July 1 to October 31, 2015 as “Shine Weeks” and invited those who organize women-related events (any form) which generate movements for “A Society where Women Shine” to register with WAW! to have the events recognized as an official side event. The registered events and WAW! collaborated together through offering WAW! logos and WAW! participants from overseas taking parts in the events. The number of these events doubled from about 120 events last year to about 240 registered events this year.



“2015 ACCJ Women in Business Summit” on June 29, 2015 (Organizer: The American Chamber of Commerce in Japan)



“A city where women shine – Tokyo Symposium” on August 31, 2015 (Organizer: Tokyo Metropolitan Government)



“Metlife Life Symposium: Thinking about Gender Diversity from Women and Men's Perspectives” on August 27, 2015 (Organizer: Metlife)



“Aichi International Women's Film Festival 2015” on August 31, 2015 (Organizer: Aichi Gender Equality Foundation)



“Education for the girls in the world! High school students invocation” on September 22, 2015 (Organizer: Japan National Committee for UN Women)



“WAW! Brunei Darussalam 2015” on October 21, 2015 (Organizer: Embassy of Japan in Brunei)

8. WAW! Advisors

Japanese and international experts made advices on agenda and public relations of WAW! as “WAW! Advisors”. “Japanese WAW! Advisors Meeting” were held three times at the official residence under Katsunobu Kato, Deputy Chief Cabinet Secretary (then), in order to exchange ideas and opinions.



<Japanese WAW! Advisors members> (alphabet order)

Sachiko Fumoto (Operating Officer, Nikkei Business Publications, Inc., General Manager, Nikkei BP Institute of Consumer Trends), Hiroko Hashimoto (Japan Representative to UN Commission on Status of Women and Principal of Jumonji High School), Yoko Hayashi (Attorney-at-Law, Chairperson of the United Nations Committee on the Elimination of Discrimination against Women), Tetsuya Honda (BlueCurrent Japan Managing Director/ CEO), Renge Jibu (Journalist covering for economic issues, Visiting Fellow at Showa Women's University, Vice President of Toshima & Associates), Izumi Kobayashi (Director of the board of ANA Holdings, Mitsui & Co. and Suntory Holdings), Yoshie Komuro (President of Work-Life Balance Co., Ltd.), Kathy Matsui (Goldman Sachs Japan Co., Ltd. Vice Chair, Chief Japan equity strategist, Co-head of Macro Research in Asia), Yoriko Meguro (Sophia University, Professor Emeritus), Yumiko Murakami (Head of OECD Tokyo Centre), Akiko Nakajo (Director, Industry Sales, Google Inc.), Asako Osaki (Advocacy Specialist, Gender Action Platform), Junko Sasaki (Vice President, WEIC Corporation), Kaori Sasaki (Founder & CEO, ewoman, Inc.), Miki Tsusaka (Senior Partner & Managing Director, The Boston Consulting Group), Naomi Ushio (Professor, Meiji University), Yoko Yajima (Principal Consultant and General Manager of Diversity Management Strategy Department of Mitsubishi UFJ Research & Consulting), Akiko Yuge (Professor, Department of Global Politics, Faculty of Law, Hosei University)

<International WAW! Advisors members> (alphabet order)

Zainab Hawa Bangura (Under-Secretary-General and Special Representative of the Secretary-General on Sexual Violence in Conflict (Republic of Sierra Leone)), Phumzile Mlambo-Ngcuka (Executive Director, UN Women (Republic of South Africa)), Melanne Verwee (Executive Director, the Georgetown Institute for Women, Peace and Security (USA))

9. Concept Notes

<E-1 Work-Life Management>

Background

There has been a growing interest in the concept of “work-life balance” (e.g. family life, childcare, nursing, hobbies) which aims to harmonize professional and personal life, including in Japan where long working hours seem to be common. At first, the focus was mainly on working women and their ability to work while raising children. However, as birth rates are declining and population aging, and given the growing number of dual income households, men are increasingly required to get involved in childcare and nursing. In this context, discussions now focus on building structures that allow both men and women are to balance their professional and personal life, and to choose how they work. As a result, various measures are being promoted, including reducing long working hours, introducing flexible working arrangements, and encouraging men to take parental leave and both men and women to take paid leave. Companies are also making efforts to actively promote and put in place diverse working methods.

As such, the concept of “work-life balance” has gradually become well-established in society. We expect this session to discuss the environment needed to realize “work-life balance” (harmony between professional and personal life) which requires the approval of the company and superiors, as well as the way forward to realize “work-life management” which allows individuals to personally and independently control their work and personal life based on their own circumstances.

Current Issues

Despite significant efforts made to date, it remains challenging to work while raising children. Even nowadays, a considerable number of women in Japan quit their jobs because of these challenges and middle-aged men work long hours. In this context, in addition to new human resources regulations and policies that aim to allow individuals to personally and independently control their work and personal life, isn't it necessary to change mentalities in the workplace and adapt the environment to allow employees to choose how they work?

For example, in Japan, employees who work long hours generally believe that their superiors have a positive image of people working overtime¹. Even if companies do not value long working hours, employees stay at work late because they believe that the longer they work, the more appreciated they will be by their superiors. Long working hours are also due to the fact that employees receive overtime compensation and are not evaluated based on results. On the other hand, in Australia and various European and Asian countries, employees are not compensated for overtime and many don't work long hours. While we can change policies and regulations based on the example of countries that are progressive on work-life balance, these changes are useless if mentalities in the workplace do not evolve. Furthermore, even when short working hours and parental and nursing leave are introduced, women who benefit from these measures and work while raising their children might be penalized in their careers. The career path deviated from promotion that women involuntarily take by becoming a mother is called “Mommy Track”.

Pursuing a career while raising children can therefore be very challenging. One of the keys to addressing these challenges is information technology. Indeed, our capacity to work while raising children and taking care of our families could be increased if we optimized our work and created an environment that facilitated work away from the office. On the other hand, the percentage of women working in computer science and mathematics in the US, which is a leader in the information technology field, has dropped from 35% in 1990 to 26% nowadays². We hope that information technology can capitalize on women's ideas so that women can change their work environment with the support of information technology.

<E-2 Engaging Men in Reforms>

Background

In recent years, it has become common sense that diverse human resources that include women are highly beneficial for organizations. Topics relating to women's active participation are all over the media, and it is reported that the financial performance of the 25% top companies with diverse human resources (men and women) is likely to be 15% higher than the median performance of other companies in the same industry³.

¹ Opinion poll on work-life balance (a total of 2537 full-time employees, aged 20-50, were surveyed) (September 2013)

² American Association of University Women (2013)

³ Mackenzie and Company, 2015

However, measures adopted by companies are often implemented by women, from their perspective, and investigation and research on how men react to them have not been sufficient. Furthermore, given generational gaps and the influence of the environment in which we are raised, these reactions can't be assessed categorically. In Japan, few men agree with these measures; they often wonder why women should participate in decision-making and be promoted. This being said, the perception of gender roles varies between generations: While 70% of men who are still raising children believe that "men should actively be involved in childcare", this proportion drops to 50% among older men who no longer have young children⁴. It is important to understand that women's participation leads to an environment where it is also easier for men to work.

Current Issues

It is said that until now, the perception of gender roles is a significant obstacle to women's active participation. The percentage of women in management positions remains very low in Japan and the Republic of Korea (11%) compared to other countries, such as the U.S. and the Philippines (over 40%), and Europe and Oceania (approximately 30%)⁵. In Japan where the perception of gender roles is said to be strong compared to other countries, the time allocated to household chores is significantly longer for women of all ages; it is 4 hours and 19 minutes for women aged between 30 and 34 years, compared to 44 minutes for men in the same age group⁶. Furthermore, even though men are encouraged to take parental leave, there is a significant gap in the percentage of men and women taking such leave, which in 2014 was 86.6% for women but only 2.30% for men. The mentality and actions of male superiors and partners are important and are said to be one of the keys to the success of women leaders who are active in society.

In order to break the perception of gender roles, it isn't enough to encourage women's participation in society and organizations. We must also seek men's support and cooperation for women's further participation, as well as their understanding of the change in women's perceptions. Moreover, ways to incorporate men's opinions and views on women's participation should also be considered. In Germany where a new program for families was introduced to promote fathers' participation in child care ("package for both parents"), the percentage of men taking parental leave for children born in 2012 reached 29.3% (Federal Statistical Office, 2014). How can we promote change in women and men's perceptions of gender roles, engage men in this process, and include their perspective as "interested party"?

<E-3 Women Facing Challenges>

Background

It should be welcomed that with women's greater participation in society, the number of women engaging in cutting-edge research and development, assuming executive positions in companies and starting their own businesses is increasing. On the other hand, among people facing various challenges, many are women.

For example, single-person households, in particular single-mother households face challenges. The average poverty rate of single-parent households (with employment income) in the 34 countries of the OECD is 21.3%. According to this survey, the poverty rate of single-parent households in Japan reached its lowest level of 54.6%, which is a particularly serious situation⁷. In Japan, while the average income for households with children is approximately 6.58 million yen, the average income is about 4.55million yen for single-male-parent households and about 2.91 million yen for single-mother households⁸. As such, even among single-parent households, single mothers with particularly low income generally live in poverty. Furthermore, irregular employment and low wages are also an issue in Japan. Indeed, while approximately 10.19 million women work in permanent positions, approximately 13.32 million women have irregular employment, which represents 56.7% of women employees (excluding executives)⁹.

Women who, to the best of their ability, deal with difficult challenges in their daily life don't have time to think about social issues and raise their voice. This is the case, for example, of single mothers and women working in unstable employment, but also women working while raising children and caring for their family, women whose income isn't sufficient to cover everyday life needs, women who face maternity and sexual harassment at work, women living in rural areas or farming villages, and women whose options are limited due to insufficient education. How can society or individuals shed light on the needs of these women?

Current Issues

The number of people supporting women facing challenges and revealing their needs is slowly increasing around the world. Government, the private sector, civil society, including NGOs, and individuals are developing policies to provide support from various angles, and many focus on carrying out assistance measures. The following comprehensive self-support measures for single parents are expanding: 1) priority admission in daycare facilities, and other measures to support everyday life, including child-raising; 2) measures to support employment,

4 Tokyo Gas "Perception and reality of men and child care and household chores – Comparing older and middle-aged men" (7359 respondents, 2012)
5 Employment policy research and training institute (2014)

6 Ministry of Internal Affairs, "Basic Survey of Social Life" (2011)

7 Doing Better for Families (OECD, 2011)

8 Health, Labor and Welfare Ministry, 2011 report of the results of a nationwide survey on single mother households, etc.

9 Ministry of Internal Affairs, Labor Force Survey (aggregate data), 2015

including single mothers' employment, self-support centers, and self-support benefits for single mothers; 3) child support measures, including the establishment of child support counselling and support centers; 4) financial support measures, including childcare allowances and welfare for single parents and widows.

Furthermore, with women's participation in society, it is increasingly important to adopt policies dealing with sexual and maternity harassment in the workplace.

Support measures for women facing challenges and ways to listen to them need to be improved by discussing their situations from various perspectives and exchanging information about improvements and support to date.

<G-1 Girls and Education>

Background

Achieving universal primary education and eliminating gender disparity in primary and secondary education are global goals as envisaged in the Millennium Development Goals (MDGs). Since 2000, there has been remarkable progress in universalizing and narrowing gender disparity in primary education. However, there have not been sufficient results with regard to narrowing gender disparity in secondary education for girls.

Benefits of girls' secondary schooling have been empirically proven and shared widely. Examples of such benefits include: increase in future wages, reduction in the vulnerability to human trafficking, enhancement in reproductive health, and increased decision power as individuals and in the home and community. Education not only directly empowers girls but also brings enormous social and economic returns to communities and nations through reduction in child mortality and improvement in agricultural productivity.

As for higher education, male-female ratio among college graduates is almost fifty-fifty in OECD countries while male students significantly outnumber female students in developing countries. In developed countries, however, there are still few female students in science and technology-related fields of study, which lead to wider future employment opportunities and higher wages. For example, in Japan, male-female ratio in science and technology major is 3:1. What are the reasons behind this gap and what is being done to address it?

Current Issues

The United Nations Girls' Education Initiative (UNGEI) points out in its discussion paper dated April 2014 that "out of 162 countries, only 56 percent are prepared to graduate equal numbers of boys and girls from the last grade of primary school."¹⁰ Behind this disparity are particular barriers and constraints that adolescent girls are faced with, for example, child marriage, early pregnancy and childbearing, menstruation, distance to school, burden of care work such as water-fetching, lack of private and safe hygiene management facilities, school-related violence, and cultural values against girls' education.

<G-2 Women and Peacebuilding>

Background

The systematic rape that targeted women from opposing ethnic groups in Bosnia and Herzegovina between 1992 and 1995 and in Rwanda in 1994 during genocide made the global community acutely aware of the aspect that sexual violence became a weapon of armed conflict. In response, the Beijing Declaration and Platform for Action (BPFA) at the Fourth World Conference on Women in 1995 agreed on "equal access and full participation of women in power structures and their full involvement in all efforts for the prevention and resolution of conflicts," and reaffirmed women as "essential for the maintenance and promotion of peace and security."¹¹ Further debates followed the BPFA in the 1990s and beyond, especially on the importance of women's participation in every field of decision-making. In 2000, the resolution 1325 on women, peace and security was adopted by the UN Security Council. The resolution reaffirms the important role of women in peace process, peace-building, and post-conflict reconstruction, and calls for full participation and representation of women in these processes, as well as for all parties to take into account the particular needs of women and girls. The resolution sent an important political message that defined women not only as a victim of armed conflict but a full agent of change with equal rights in decision-making and policy implementation in the process of conflict resolution and peace-building¹².

Current Issues

According to the UN Women's recent study on women, peace and security – analyzed under the pillars of i) prevention, ii) participation, iii) protection, and iv) relief and recovery – there are continued challenges posed by the delay in national level implementation of UNSC resolution 1325. They include; 1) women's exclusion from peace process and implementation of peace agreements; 2) lack of women's security and/or inadequate arrangements for

10 Accelerating secondary education for girls: Focusing on access and retention (United Nations Girls' Education Initiative)
<http://www.ungei.org/resources/files/2014-04-GPE-UNGEI-Accelerating-Secondary-Education-Girls.pdf>

11 <http://www.un.org/womenwatch/daw/beijing/pdf/BDPfA%20E.pdf>

12 <http://www.un.org/womenwatch/osagi/wps/>

their survival needs in displacement camps; 3) low rates of indictments and convictions for crimes against women; 4) continued gender-based violence in post-conflict settings; and 5) instable economic livelihood for women¹³. It is believed that these challenges remain because the participation of women both as victims and as agents of change in every stage including peace process, recovery and reconstruction are still limited.

<G-3 Multi-stakeholder Partnerships for International Cooperation>

Background

In recent years, various stakeholders such as donor governments, multilateral institutions, NGOs, private foundations, and private sector companies are forming partnerships in order to tackle development challenges. The advantage is two-fold: 1) to meet large-scale financing needs to overcome serious challenges such as poverty, hunger, infectious diseases, conflict, climate change, and natural disasters; and 2) to make strategic efficient, effective use of limited financial and non-financial resources by sharing knowledge, experience and networks.

Similar moves are also evident in the promotion of gender equality and women's empowerment. A growing number of private foundations, who are able to provide large-scale financial assistance, and companies support gender programs. As the World Bank reported, "gender equality is a core development objective in its own right and is smart economics"¹⁴. Research and advocacy work by notable global institutions including World Economic Forum¹⁵, OECD, IMF, Goldman Sachs and McKinsey, etc., have also led them to understand the cost effectiveness of investing in gender equality and women's empowerment.

The role of NGOs has also become much more diverse. They not only pursue their work upholding the universal values such as basic human rights but also play a valuable role by offering in-depth expertise and knowledge in development policy and programs along with their extensive local network. Increasing numbers of private companies are approaching them as strong local partners.

Current Issues

While accelerating efforts for promoting gender equality and women's empowerment is welcomed, it is reported that there are also numerous challenges that derive from different business practices and principles of each stakeholder. We must remember that the promotion of gender equality and women's empowerment is not only "smart economics", but also an important idea to promote universal values, namely basic human rights. Program strategies require a comprehensive approach especially in revisiting existing gender roles and working together with community leaders. Successful private sector companies tend to form partnerships with international organizations and NGOs in order to benefit from their development expertise, program strategies, local networks, etc.

<S-1 Women's Empowerment through Sanitation>

Background

"Defecation" is related to human dignity and one of the most fundamental human actions just like "eating". However, there have been fewer opportunities to discuss the issue of defecation. As the UN addressed, clean drinking water and sanitation are essential to the realization of all human rights. Yet an estimated 2.5 billion people, mainly in developing countries, do not have easy access to hygienic restrooms, and approximately 1 billion people are still practicing open defecation on a daily basis. Above all, the most critical problem for women is that the place for defecation can become a crime scene of sexual violence or abduction regardless of circumstances whether people have access to sanitation facilities or not.

Japan has begun to address the issue of sanitation facilities at the policy level with the focus on the roles of restroom for the improvement of women's quality of life and empowerment.

Current Issues

Many people around the world still do not have access to safe, hygienic sanitation facilities. This situation causes not only hygienic problems such as the spread of infectious diseases, but also the following serious problems especially in developing countries:

- (1) There are typical cases where girls, especially mid-teens (after having their first period), give up going to school because there are no adequate sanitation facilities for them. This limits access to primary education, which ultimately leads to women's low social status.
- (2) Due to the limit of safe sanitation access, many women who practice open defecation often face the risk of rape and violence at night. In developed countries as well, basic service including sanitation facilities can deteriorate, for example, at times of natural disasters. Furthermore, crimes can occur around out-of-sight sanitation facilities, regardless of countries or types of the facilities.

13 UN Women Sourcebook on Women Peace and Security <http://www.unwomen.org/~media/headquarters/attachments/sections/library/publications/2012/10/wpssourcebook-01-overview-en.pdf>

14 World Development Report 2012

15 <http://www.weforum.org/reports/global-gender-gap-report-2014>

Given the above, it is important to ensure safe and accessible sanitation environments for everyone. Because there have been fewer opportunities to discuss this issue which is often left behind internationally and in the policy formulation process, we hope to start with sorting out the roles of sanitation facilities, and sharing common awareness of the issue.

<S-2 Women in the field of Natural Science>

Background

It is essential to promote innovation in science and technology in order to achieve sustainable development and address various global challenges such as climate change, infectious diseases and disaster risk reduction. From the viewpoint of fostering diverse human resources that can contribute to innovation, it is extremely important to promote the active participation of women researchers. However, even though women researchers are increasingly active on the front line of science around the world, the proportion of women working in this field still tends to be low. The proportion of women researchers in developed countries remains slightly above 30% even in the most advanced countries in this regard, such as the United Kingdom (approximately 38%, 2012) and the United States (34%, 2010). In Japan, while the proportion of women researchers has been slightly increasing, women still make up only approximately 15% of researchers, 19% of university level science professors, and 33% of university level science students.

*All figures on Japan were researched in FY 2013.

*The term “Natural Science” refers to science, engineering, agriculture and health.

Current Issues

Women’s active participation in the field of natural science is extremely important for all countries as a way to ensure sustainable growth and solve various problems through innovation.

With this in mind, we will identify stereotypes and challenges that hinder women’s participation in the field of natural science. Furthermore, we will listen to women leaders in this field and, based on their experience, we will discuss the role and importance of women’s presence in this field, and share guidelines to promote their active participation.

<S-3 Implementing Diversity and Innovation>

Background

In order for businesses to increase their market presence and develop new markets, they must break through the status quo and generate innovation. There are many businesses around the world that aim to foster diversity in their organization with the viewpoint that ideas backed by various perspectives, positions and experiences are sources of innovation. Furthermore, organizations that have diverse human resources clearly require different management and leadership styles compared to usual organizations. In order to reform organizations that have been focused until now on men, and thus generate innovation, managers must explore and implement new forms of leadership, even in Japan where women’s active participation is promoted as part of economic policies.

Current Issues

In Japan, a bill promoting women’s participation requires that companies adopt and publicly disclose action plans (visible goals or numerical targets) to promote women’s participation in their organizations. Furthermore, the Cabinet decided to set a target to increase the percentage of women in leadership positions in all spheres of society to at least 30% by 2020.

The percentage of women in management positions is used by many businesses as an indicator to highlight women’s active participation. On the other hand, some people are skeptical about whether increasing the number of female managers actually reflects the promotion of women’s participation. Furthermore, how should we begin and what should we do to increase this number? If they don’t anticipate the process needed to achieve a greater number of women in management positions, businesses might stagnate in their attempt to reach their target in this regard.

<S-4 Youth Table>

Background

Every country in the world, notwithstanding the differences in the level of economic development or in social and cultural backgrounds, aims to promote women’s leadership and positive participation in political, economic and social activities. It is expected that women and youth’s participation and empowerment will be further promoted by future generations.

This session will bring together young people who want to build a better society and who are active in diverse environments. These young people represent our future. They will share and show the world their innovative ideas and what they can do.

Current Issues

What do young people think about how to build a better society, bearing in mind their parents' lifestyle? Understanding the future that youth want to realize can provide an indication of how to advance women and youth's political, economic and social participation and empowerment in the medium and long term.

While the world faces many challenges such as conflicts and natural disasters, there are many young people striving to build a peaceful world. When considering future measures and policies, it is useful to listen to young people about their experience and actions as well as to their ideas on how to promote women and youth's empowerment under difficult situations.

In addition, there are generally significant differences in the perception of gender roles between generations. By listening to young women and men, we can have a glimpse of what society could look like in the future when today's stereotypes that are seen as common sense among adults will disappear.

<S-5 Supporting Women Entrepreneurs across Asia>

Background

Across Asia, women face a range of cultural, financial, and legal barriers that limit their ability to start and grow businesses. Small and medium enterprises (SMEs) are critical engines of economic growth and job creation, but in South Asia, women own less than 10% of SMEs. In ASEAN, SMEs account for the vast majority of businesses, creating 30-53% of GDP, and representing up to one-third of exports. However, within the ASEAN region, the environment for women in business varies drastically from one economy to another. For example, in Thailand women represent almost half of entrepreneurial activity, but women represent only 9% in Malaysia. Lack of access to information, networks, and capital are major constraints that must be addressed.

Current Issues

Across the Asia-Pacific region, dynamic women entrepreneurs are reaching out to policymakers to promote policy changes that will improve the business environment for women-owned businesses and expand their market opportunities. They are creating networks to foster change within their nations and across borders. What can we learn from the important work underway in the region? How can best practices be applied from one context to another, to help women start and grow businesses and expand their trade regionally? The Asia Foundation has been implementing the South Asia Women Entrepreneurs Symposium (SAWES) program to engage women entrepreneurs and women's business associations across five South Asian countries, including developing a network of women entrepreneurs, building capacity of women leaders, and organizing public-private dialogues to influence the agenda for an improved business environment.

<S-6 Gender and Disaster Risk Reduction>

Background

Every woman played an important role in the disaster area of the Great East Japan Earthquake in March 2011, not only in rescue, relief, medical and fire-fighting activities, but also during the recovery and reconstruction phase. On the other hand, in some cases, women encountered challenges due to the lack of consideration of women's concerns and perspectives in the management of shelters. For example, they did not always have access to dressing rooms and nursing rooms.

Based on this experience, the Cabinet Office of Japan developed guidelines to promote gender equality in DRR management and reconstruction, and shared these guidelines with local governments, related organizations, and the international community. Furthermore, Japan submitted to the Commission on the Status of Women a resolution promoting women's participation and leadership in all phases of disaster management, and this resolution was adopted by consensus.

At the UN World Conference on DRR in Sendai in March 2015, Prime Minister Shinzo Abe delivered a keynote speech in the High-level Partnership dialogue: "Mobilizing Women's Leadership in DRR". He shared Japan's experience in disaster risk reduction, including during the GEJE, he mentioned the importance of women's participation in decision-making in DRR in ordinary times, and gained support from many countries and regions.

Current Issues

"The Sendai Framework for Disaster Risk Reduction 2015-2030", which is the international DRR framework, mentions that "a gender, age, disability, and cultural perspective should be integrated in all policies and practices, and women and youth leadership should be promoted", that "women and their participation are critical to effectively managing disaster risk and designing, resourcing and implementing gender-sensitive disaster risk reduction policies, plans and programmes", and that women's participation and leadership is important.

From now on, every country is required to take concrete action to showcase women's leadership in DRR. Also, all actors (in many cases, men) involved in the design and implementation of policies, plans and standards related to disaster risk management must recognize the importance of women's participation and leadership.

10. List of Participants

(1) Representatives from the Government of Japan

- Shinzo Abe (Prime Minister of Japan)
- Akie Abe (Spouse of Prime Minister, Shinzo Abe)
- Katsunobu Kato (Deputy Chief Cabinet Secretary, Head of Cabinet Bureau of Personnel Affairs)
- Fumio Kishida (Minister of Foreign Affairs)
- Haruko Arimura (Minister in charge of Women's Empowerment Minister of State for Gender Equality)

(2) Foreign Participants

- Ellen Johnson Sirleaf (President (Republic of Liberia))
- Marillyn A. Hewson (Chairman, President and Chief Executive Officer of Lockheed Martin (USA))
- Gulshara Abdykalikova (Secretary of State (Republic of Kazakhstan))
- Daisy Alik-Momotaro (Secretary, Ministry of Internal Affairs (Republic of the Marshall Islands))
- Nadia Al-Sakkaf (Minister of Information (Yemen))
- Chieko Aoki (President, Blue Tree Hotels (Brazil))
- Kira Appel (Chief adviser and deputy head of the department at the gender department, Ministry for Children, Education and Gender Equality (Denmark))
- Ruth Arnon (President, The Israel Academy of Sciences and Humanities (Israel))
- Fahima Aziz (Former Vice Chancellor of the Asian University for Women (U.S. national of Bangladeshi origin))
- Zainab Hawa Bangura (Under-Secretary-General and Special Representative Of The Secretary-General On Sexual Violence In Conflict (Republic of Sierra Leone))
- Daniela Bankier (Head of Unit Gender Equality, DG JUSTICE, European Commission (Austria))
- Billon Jean-Louis Eugene (Ministre for Commerce (Côte d' Ivoire))
- Cherie Blair QC, CBE (Founder, Cherie Blair Foundation for Women (United Kingdom))
- Irina Bokova (Director-General of the United Nations Educational, Scientific and Cultural Organization (Bulgaria))
- Elizabeth Broderick (Sex Discrimination Commissioner (Australia))
- Michaelia Cash (Assistant Minister for Immigration and Border Protection, Minister Assisting the Prime Minister for Women (Australia))
- Helen Clark (Administrator, UNDP (New Zealand))
- Hanaa Edwar Busha (Co-Founder of Iraqi Al-Amal Association & Iraqi Women Network (Iraq))
- Irma Erlingsdóttir (Head of the Center for Gender Research (Iceland))
- Abigail Friedman (Senior Advisor, The Asia Foundation (USA))
- Dianne Fukami (President and Co-Founder, Bridge Media, Inc. (USA))
- Rula Ghani (First Lady, Islamic Republic of Afghanistan)
- Deborah Gillis (President & Chief Executive Officer, Catalyst (Canada))
- Pekka Haavisto (Member of Parliament (Finland))
- Linda A. Hill (Professor at Harvard Business School (USA))
- Fredrik Hillelson (Member of Delegation for Gender Equality in Working Life, Founder & CEO of Novare Human Capital (Sweden))
- Ghassan Hilow (2nd year Business Administration student at University of Jordan (Jordan))
- Rosalind L. Hudnell (Vice President of Human Resources and Chief Diversity Officer, Intel Corporation (USA))
- Pernille Ironside (UNICEF State of Palestine, Chief of Field Office – Gaza (Canada))
- Ing Kantha Phavi (Minister of Women's Affairs (Cambodia))
- Maria Teresa Kasuga (CEO Kay International S.A. DE C.V./ President of the Board of the Liceo Mexicano Japonés (Mexico))
- Caroline Kennedy (Ambassador Extraordinary and Plenipotentiary of the United States of America to Japan (USA))
- Margaret Kenyatta (First Lady, The Republic of Kenya)
- Myung Ja Kim (Chairperson of the Center for Women in Science, Technology and Engineering (Republic of Korea))

- Jihyun Julianne Lee (CEO of JULIANNE LEE & Co, Publisher of ARS VITAE (Republic of Korea))
- Colette Lewiner (Independent Board Director of Electricité de France and Energy Expert (France))
- Jeanine Mabunda (Personal Representative of the Chief of State of DRC for the fight against sexual violence and child recruitment (Democratic Republic of Congo))
- Emily Matchar (writer and author (USA))
- Dunya Maumoon (Minister of Foreign Affairs (Republic of Maldives))
- Muna Abu Meizar (4th year pharmacy student at Hebron University in Palestine (Palestine))
- Meng Xiaosi (Vice-President and Member of the Secretariat of All-China Women's Federation (The People's Republic of China))
- Boris Michel (Regional Director for Asia and the Pacific at International Committee of the Red Cross (ICRC) (Switzerland))
- Miggendorj Batchimeg (Member of the Parliament (Mongolia))
- Phumzile Mlambo-Ngcuka (Executive Director, UN Women (Republic of South Africa))
- Dennis Momotaro (Senator of the Parliament (former Minister of Finance, former Minister of Transportation and Communication) (Republic of the Marshall Islands))
- Maria R. Morris (Executive Vice President Global Employee Benefits MetLife, Inc. (USA))
- Keshini Navaratnam (International broadcaster and anchor, Managing Director of Alexandrite Global Communications (United Kingdom))
- Nguyen Thi Kim Ngan (Vice President of the National Assembly of Viet Nam (Viet Nam))
- Nita Yudi (President Of Indonesia Business Women's Association (Indonesia))
- Barbara Noseworthy (Assistant Executive Director a.i., Partnership, Governance and Advocacy Department, World Food Programme (USA))
- Cecil Mae Morante-Ocado (Municipal Planning & Development Coordinator, Local Government Unit Tanauan, Leyte (Philippines))
- Onyeka Onwenu (Director General, National Center for Women Development (Nigeria))
- Anne Désirée Ouloto (Minister of Solidarity, Family, Women and Children (Côte d' Ivoire))
- Pany Yathotou (President, National Assembly of the Lao PDR)
- Martin Parkinson (Former Secretary to the Treasury, Member of Male Champions of Change (Australia))
- Eileen Pennington (Associate Director, Women's Empowerment Program, The Asia Foundation (USA))
- Pham Thi Hai Chuyen (Minister of Labour, War Invalids and Social Affairs of Vietnam (Viet Nam))
- Stephen Pomper (Special Assistant to the President and Senior Director for Multilateral Affairs and Human Rights (USA))
- Raushan Sarsembaeva (President of Association of Business Women of Kazakhstan (Republic of Kazakhstan))
- Mariët Schuurman (NATO Secretary General's Special Representative for Women, Peace and Security (Netherlands))
- Rosy Senanayake (State Minister of Children's Affairs (Democratic Socialist Republic of Sri Lanka))
- Luna Shamsuddoha (Chairman, Dohatec New Media (Bangladesh))
- Dubravka Šimonović (Special Rapporteur on violence against women, its causes and consequences (Croatia))
- Sonia Singh (Editorial Director, NDTV (New Delhi Television) (India))
- Sodnomzundui ERDENE (Minister for Population Development and Social Protection, Member of the Parliament (Mongolia))
- Simran Lal (CEO, Good Earth (India))
- Teresita Sy-Coson (Vice Chairperson, SM Investments Corporation Chairperson, BDO Unibank, Inc. (Philippines))
- Tina Tchen (Chief of Staff to the First Lady (USA))
- Tin Tin Win (Writer (Republic of the Union of Myanmar))

- Luiza Helena Trajano (President, Magazine Luiza (Brazil))
- Reecha Upadhyay (Program Officer, The Asia Foundation (Canada))
- Melanne Verwee (Executive Director, the Georgetown Institute for Women, Peace and Security (USA))
- Vaira Vīķe-Freiberga (President of Club de Madrid; President of Latvia (1999-2007) (Latvia))
- Deepa Gopalan Wadhwa (Ambassador Extraordinary And Plenipotentiary of India to Japan (India))
- Margareta Wahlström (Special Representative of the UN Secretary-General for Disaster Risk Reduction and Head of UNISDR (Sweden))
- Kobkarn Wattanavrangkul (Minister of Tourism and Sports (Thailand))

(3) Japanese Participants

- Aya K. Abe (Professor of Social Policy, Tokyo Metropolitan University)
- Chou Pei-Chen (Studying the master degree of Social Psychology in Hitotsubashi University (Taiwan))
- Aiko Doden (Senior Commentator / Senior Producer, NHK Japan Broadcasting Corp.)
- Masako Egawa (Former Executive Vice President, The University of Tokyo; Director, Tokio Marine Holdings, Inc.; Director Mitsui Fudosan Co., Ltd.; Director, Asahi Glass Co., Ltd.)
- Nobuhiro Endo (President (Representative Director) of NEC Corporation)
- Yukiko Esashi (Executive Director, "Reading Volunteers Ohanashi Kororin")
- Åsa Ekström (Illustrator, Author of "Nordic Girl Åsa discovers the Mysteries of Japan" (Sweden))
- Sachiko Fumoto (Operating Officer, Nikkei Business Publications, Inc., General Manager, Nikkei BP Institute of Consumer Trends)
- Hiroko Hashimoto (Japan Representative to UN Commission on Status of Women and Principal of Jumonji High School)
- Yoko Hayashi (Attorney-at-Law, Chairperson of the United Nations Committee on the Elimination of Discrimination against Women)
- Tetsuya Honda (BlueCurrent Japan Managing Director/CEO)
- Mina Horiguchi (Mitsubishi Corporation)
- Keiko Ikeda (Professor of Geography, Shizuoka University Co-representative, Training Center for Gender and DRR)
- Yuka Ishii (Ritsumeikan Asia Pacific University Asia Pacific Studies Student)
- Shoji Ito (Sompo Japan Nipponkoa Insurance Inc. Director, Managing Executive Officer)
- Euka Isawa (Bachelor of Economics University of Tokyo / Eudel Co.Ltd.)
- Renge Jibu (Journalist covering for economic issues, Visiting Fellow at Showa Women's University, Vice President of Toshima & Associates)
- Kana Kawaguchi (NPO Homedoor Founder & CEO)
- Yoriko Kawaguchi (Professor, Meiji Institute for Global Affairs, Former Member of the House of Councillors, Former Minister for Foreign Affairs, Former Minister of the Environment)
- Izumi Kobayashi (Director of the board of ANA Holdings, Mitsui & Co. and Suntory Holdings)
- Yoshimitsu Kobayashi (Chairman, Keizai Doyukai (Japan Association of Corporate Executives))
- Yoshie Komuro (President of Work-Life Balance Co., Ltd.)
- Shungo Koreeda (Researcher of Daiwa Institute of Research Ltd. Labor and Social Security Attorney, CFP)
- Sachiko Kuno (President and CEO, S&R Foundation)
- Miyuki Matsuda (Executive Director of Fukuoka Prefectural Gender Equality Center "ASUBARU", Executive Advisor to the President of Fukuoka Women's University)
- Akira Matsumoto (Chairman of the Board and CEO, CALBEE, Inc.)
- Kathy Matsui (Goldman Sachs Japan Co., Ltd. Vice Chair, Chief Japan equity strategist, Co-head of Macro Research in Asia)
- Yoriko Meguro (Sophia University, Professor Emeritus)
- Yurie Mizukami (Master's degree candidate in Human Rights from the London School of Economics and Political Science in England)
- Masako Mori (Member of the House of Councillors, Former Minister in charge of Support for Women's Empowerment and Child-Rearing)

- Yumiko Murakami (Head of OECD Tokyo Centre)
- Shinichi Nakahata (KIKUYA CO., LTD. Chief Executive Officer)
- Akiko Nakajo (Director, Industry Sales, Google Inc.)
- Izumi Nakamitsu (Assistant Secretary-General and Assistant Administrator, Crisis Response Unit (CRU), UNDP)
- Hinae Niori (Founder of manma / Keio University, faculty of Political Science)
- Satoru Nishikawa (Vice-President, Japan Water Agency)
- Ayako Ohta (Leader of "Sales Department Girls Section" Association, Director at CDG Co. Ltd.)
- Etsuko May Okajima (President & CEO, ProNova Inc.)
- Sayaka Osakabe (The Founder & Representative of Matahara Net)
- Asako Osaki (Advocacy Specialist, Gender Action Platform)
- Eikichi Saito (President & CEO of the Hokuto Bank, Ltd.)
- Hidetoshi Sakuma (President (Representative Director), The Chiba Bank, Ltd.)
- Junko Sasaki (Vice President, WEIC Corporation)
- Kaori Sasaki (Founder & CEO, ewoman, Inc.)
- Ikuro Sato (Deputy Director & General Manager, Plan Japan)
- Touko Shirakawa (Journalist, author, and visiting professor at Sagami Women's University)
- Takuya Sugawara (University of Tokyo (Specialized in economic history))
- Eikei Suzuki (Governor of Mie Prefecture)
- Sachi Suzuki (PhD in Architecture and Building Science, Faculty of Engineering, Tohoku University)
- Makiko (Fukui) Tachimori (CEO & Founder, Kigen Corporation / President of Harmony Residence, Inc.,)
- Takahisa Takahara (President & CEO, Unicharm Corporation)
- Akihiko Tanaka (President, Japan International Cooperation Agency)
- Yasuhiko Toride (Director of Nutrition Improvement Projects Group Executive Professional R&D Planning Dept. Ajinomoto Co., Inc.)
- Hitomi Tsukuda (Graduate student, Graduate School of Education and Human Development and First batch student, the MEXT Program for Leading Graduate Schools "Women Leaders Program to Promote Well-being in Asia", Nagoya University)
- Miki Tsusaka (Senior Partner & Managing Director, The Boston Consulting Group)
- Yukako Uchinaga (Board Chair, J-Win (Japan Women's Innovative Network) Board Chair, Japan Diversity Network Association)
- Naomi Ushio (Professor, Meiji University)
- Rika Yajima (President and Founder of aeru company)
- Yoko Yajima (Principal Consultant and General Manager of Diversity Management Strategy Department of Mitsubishi UFJ Research & Consulting)
- Kazuo Yamaguchi (Ralph Lewis Professor of Sociology, The University of Chicago)
- Yu Yamakami (Researcher, R&D Division, LIXIL Group Corporation)
- Kanae Yamamoto (State Minister of Health, Labour and Welfare/Komeito Director, Women's Affairs Division/ Member of the House of Councillors, Proportional representation (elected third))
- Akiko Yamanaka (Special Ambassador for Peacebuilding)
- Rie Yamaya (Chair of the Board of Directors, Inlu Iwate)
- Naoko Yamazaki (Astronaut)
- Kae Yanagisawa (Vice President, Japan International Cooperation Agency)
- Haruno Yoshida (BT Japan Corp., President & Representative Director)
- Koichiro Yoshida (CrowdWorks Inc., Chairman and CEO)
- Akiko Yuge (Professor, Department of Global Politics, Faculty of Law, Hosei University)
- Kazuko Shiraishi (Ambassador Extraordinary and Plenipotentiary of Japan for Women, Human Rights and Humanitarian Affairs)
- Kenji Hiramatsu (Deputy Vice-Minister for Foreign Policy (MOFA) (Secretary-General, Secretariat for WAW! 2015))
- Makita Shimokawa (Deputy Director-General Foreign Policy Bureau (MOFA))
- Rui Matsukawa (Director, Gender Mainstreaming Division (MOFA))

*Titles are at the time when WAW!2015 was held.

11. WAW ! To Do 2015

(UN Document: A/C.3/70/3)

The following was summarized by the Chair based on the proposals and ideas by WAW! 2015 participants;

Work-Life Management / Engaging Men in Reforms

Change “Long Working Hours”

<Concrete Proposals>

- Review the existing laws and frameworks in order to identify current obstacles and potential solutions for the future.
- Work to implement measures, introduce new systems, and collect relevant evidence so that both men and women can understand that work-life management is a major part of economic growth and that long working hours have many disadvantages for both societies and companies.
- Central government, local government, and the public sector should work together to promote “working style reforms,” while simultaneously supporting women’s education and career development in order to realize the reformation of men’s perceptions at home and at work.
- Implement merit-based pay systems, clarify job descriptions for each person, and clarify the company’s operating process reforms to lead to improved productivity, new business creation, and innovation.

Leaders Introduce Change and Expand the Network for Women’s Empowerment

<Concrete Proposals>

- Leaders create the mentality and cultures in their organizations. Leaders shall actively promote mentality change in their organizations.
- Acknowledge that the commitment of executives is important to promote women’s empowerment.
- Male leaders who have already been involved in promoting women’s active participation shall assemble, share the world’s best practices, expand their networks, and continue ongoing communication.

Promote “Education” to Develop Individuals’ Abilities

<Concrete Proposals>

- Promote education that develops each child’s ability instead of being limited by stereotypes from primary education.
- Educate how important it is for men and women to support family and society together.
- Popularize the mentality that it is “cool” for both men and women to participate in raising children.

Design New and Flexible Working Styles Utilizing Information and Communication Technology (ICT)

<Concrete Proposals>

- Design the working environment to consider generational differences in values regarding work-life balance.
- Reform the culture by promoting working styles that utilize ICT, which can remove restrictions on work location.
- In order to increase men’s participation in this movement, call attention to the fact that women’s empowerment leads to higher productivity in society and has strong economic influence, not just that it is important in and of itself.
- Gain additional perspectives to find new working styles by actively sharing examples and information from other regions and countries, not just relying on local information.

Implement Diversity in Organizations Leading to Innovation

<Concrete Proposals>

- Emphasize that this movement is not just about promoting women but also will provide organizations a chance to experience innovation.
- Continue efforts to minimize the gender wage gap by overcoming the gender gap in promotion rates, reducing the number of women who leave permanent positions in child-raising years, and removing the imposition of a gender division of labor.
- Each company shall strive to realize working environments in which diverse members can actively participate and understand that these efforts lead to business solutions. Central and local governments shall encourage these movements.

Further Support Women Entrepreneurs across Asia

<Concrete Proposals>

- Create curriculum in educational institutions to develop entrepreneurship; the mentality that if there are not any positions which one would like to pursue, one can create a job by oneself.

- Create an environment in which women can undertake new challenges without being overly cautious or hesitant to take risks due to considerations of work-life balance.
- Support women entrepreneurs by fostering a culture that respects people who challenge themselves even after failing once.

Women Facing Challenges

Promote Active Utilization and Enhancement of Support Systems

<Concrete Proposals>

- Create a society to thoughtfully support single mothers or women facing maternity harassment and actively make efforts to solve the issues they have.
- Create a “mechanism” by which women facing challenges can steadily receive necessary services related to raising children and/or working.
- Utilize social networking sites and encourage women to raise and share their issues.

Reinforce Actions to Support Single Mothers

<Concrete Proposals>

- Reinforce and maintain an environment in which single mothers can apply their ability and continuously participate in the labor market without living in poverty.
- Recognize that the development of childcare infrastructure and welfare systems, such as childcare allowances, play an important role. Prevent future generations from inheriting current motherhood challenges by promoting one-stop support services, providing job assistance (e.g. introducing role models), and creating working environments that makes raising children easier (e.g. providing kids rooms in offices, allowing women to come to the office with children, etc.).

Girls and Education

Work to Enable All Girls to Finish Equal and Quality Primary and Secondary Education

<Concrete Proposals>

- Work to enable all girls to complete primary and secondary education recognizing that there are social customs (child marriage, early pregnancy and childbearing, child labor, prejudice, and violence) that prevent girls’ education.
- Improve the school environment (e.g. construct schools within reasonable distance, ensure safe school roads, build toilets for girls, etc.) so that girls can feel safe going to school.
- Develop and utilize highly professional female teachers.

Enhance Necessary Resources by Both Public and Private Sector

<Concrete Proposals>

- Not only governments, but various sectors including private and international organizations (e.g. the United Nations, NGOs, etc.) and families shall collaborate together in order to accelerate improvement of educational quality and environment.
- Expand scholarship programs for students, including girls and women of high scholastic standing.

Overcome Social Images and Increase Female Students in the Field of Natural Science

<Concrete Proposals>

- Enhance mentor programs and support female students in the field of natural science in educational institutions prior to higher education.
- Realize economic independence of women by increasing female students in the field of natural science in higher education.
- As necessary, overcome negative social images that suggest natural sciences are just for men or that girls are weak in those areas.
- Promote networking among women active in the field of natural science.

Peacebuilding and Women

Promote Women’s Active Participation in Peacebuilding Processes

<Concrete Proposals>

- Enhance quantitative and qualitative data collection and use related to women’s participation in peacebuilding processes.
- Promote women’s proactive participation in peacekeeping activities, conflict prevention activities, and activities related to maintaining order.
- Create action plans based on UNSC resolution 1325 and provide guidelines.

Promote Participation of Women in the Countries and Regions Concerned

<Concrete Proposals>

- Acknowledge the contribution of women who understand the needs of their areas the most, and promote their participation in the peacebuilding and recovery processes of their countries and regions.
- Publicize local information to the government and the world.

Enhance Women's Rights Restoration and Empowerment in Recovery Process

<Concrete Proposals>

- Post-conflict economic recovery is important. Implement measures appropriate for the local situation by utilizing regional women's organizations and NGOs.
- Private sector shall collaborate to activate the regional economy and inspire entrepreneurship.

Mobilize Women's Leadership in Disaster Risk Reduction

<Concrete Proposals>

- Improve environment to allow men and women in diverse generations to participate in every decision making process about disaster risk reduction in order to mobilize women's leadership.
- Men and women shall brainstorm together to consider concrete measures to implement in the field.
- Consider the whole disaster cycle (from prevention to recovery) from the viewpoint of both men and women with diverse backgrounds and in different regions.
- Introduce the broad interests of diverse people, including youth, to Disaster Risk Reduction Activities and work to apply their abilities.

Multi-Stakeholder Partnerships for International Cooperation

Build Plans, Budgets, and Data Respecting Women

<Concrete Proposals>

- Promote collective actions involving academia, NGOs, and philanthropies, which exceed existing companies' activities, such as cooperation with UN Global Compact and CSR activities.
- Women's leadership, especially in regional society, is the key to success in multi-stakeholder partnerships. Each stakeholder, both receiver and provider of assistance, shall study, discuss, and cooperate together equally.
- Create rules for international cooperation of multi-stakeholder partnerships.
- Actively use technologies, such as mobile banking and cell phones.

Empower Women through Adequate Sanitation

<Concrete Proposals>

- Widely acknowledge that there are 2.5 billion people who do not have easy access to hygienic sanitation facilities and that 1 billion people are still practicing open defecation on a daily basis.
- Overcome issues related to the lack of sanitation facilities, such as women facing increased levels of sexual violence, girls facing barriers to educational opportunities due to lack of girls' sanitation facilities at school, as well as other sanitation problems, such as the spread of infections.
- Support activities for improving sanitation in developing countries. For example, there has been success in increasing girls' attendance at primary schools by installing sanitation facilities for girls.
- Share the role that sanitation facilities play in leading to women's safety, empowerment, and improvement of quality of life across borders.

What Youth can do to Realize the Society they Visualize

Promote Open Discussion and Take Actions based on Own Values

<Concrete Proposals>

- Take actions based on one's own values without relenting to social pressures to conform or being limited by stereotypes.
- Through open discussion and youth collaboration, break down stereotypes to create environments where diversity is accepted and societies where one can keep striving without fear of failure.
- Create environments where more people have access not just to information but also to other people, and increase opportunities by which youth can communicate their viewpoints and ideas.



Host: The Government of Japan